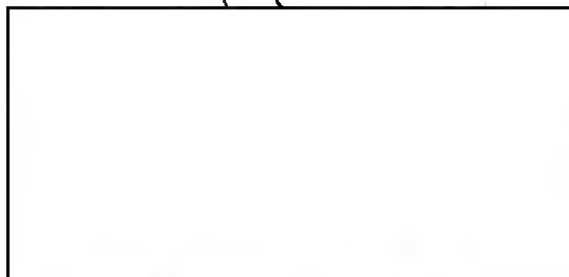


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MEMORANDUM FOR: Special Support Assistant to the Deputy Director
(Support)

SUBJECT : Request for Assistance of DD/P Officials
in JOT Recruitment

1. The DDCI has informally expressed his desire to increase the number of acceptable Junior Officer Trainee candidates produced through our university recruitment activity.
2. As you may know, we now have about 40 consultant contacts at different colleges and universities who assist us in identifying promising prospects for the JOT program. [A list of these consultants and their university affiliations is attached.] These consultants are security cleared and are brought to Washington for three to five days annually for consultation and orientation by this Office, the Office of Training, and other Agency components, concerning current requirements for JOT's. The annual conference in Washington is supplemented by periodic visits to participating universities by our regular recruitment staff. These visits enable us to keep the consultants briefed as to current requirements and also to talk with candidates suggested by them. The consultants do not engage in active recruitment efforts on our behalf, their principal function being to spot promising individuals to be interviewed by our regular recruitment officers.
3. We have for some time collaborated in specialized and professional recruitment efforts with representatives of the Office of the Deputy Director (Intelligence) and the Office of Communications. Under these arrangements, members of these Offices accompany our professional recruiters in visiting educational and professional institutions.
4. It is believed that a similar arrangement for participation in our university contacts by operational officials would be helpful in the JOT recruitment program. Officials participating in this activity would be selected for their knowledge of the qualifications needed in JOT candidates, and, more importantly, on the basis of personal acquaintance in the geographic area or status as alumni of the universities to be contacted. It is anticipated that any one official who assists in this program would be asked to contact the consultant at one

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SUBJECT: Request for Assistance of DD/P Officials in JOT Recruitment

university only, and that a single annual visit, requiring only a few days' time, would accomplish the purpose. This would permit us to take advantage of the official's prestige and specialized knowledge with a minimum intrusion on his time.

5. To activate this plan we need to obtain the agreement of the DD/P to participation of members of his staff and assistance in identifying those officials who have acquaintance with the universities listed and who are willing to participate. It would be appreciated if you would ascertain the views of appropriate officials in the DD/P organization on these matters so that we may proceed with this plan. Similar approaches to the DD/I and DD/S are planned.


Deputy Director of Personnel

Attachment:
List of University
Consultants

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CONCUR:


Office of Training

Date: 27 MAR 1966

Distribution:

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